

On April 21, 2018, the Board affirmed the following by consensus:

Board and staff acknowledge receipt of this document and affirm the direction of these immediate recommendations, will carry this forward with stakeholder conversations, and will come back with decisions and reactions at June Board meeting.

Board will create communication with calls to action for congregations by the May Board meeting based on these recommendations.

Long term recommendations will be integrated into existing process (stakeholder groups, racism audit reporting, board strategic planning) as possible, digging into the five areas named in the document by the COIC, and Board will identify specific recommendations for addressing areas not covering these processes in June.

Friday, April 20, 2018

Recommendations for Change to the UUA Board

These recommendations were drafted together by Lena K. Gardner, the Executive Director of BLUU, as a first attempt in synthesizing information from a variety of sources including: an ad-hoc group of Women of Color UUs that caucused together at the Revolutionary Love conference (this group included ministers, religious professionals of color, lay leaders, and UUA staff), stories and suggestions from Finding Our Way Home, and suggestions from the BLUU community.

Immediate and Long Term Actions for Consideration by UUA, congregations and organizations (mirroring March stakeholder conversation convened by UUA Board/Admin) – decisions by General Assembly 2018

- Take a look at the situation at All Souls DC following the planned mediation, and take any appropriate action by May 15
- Consider plans for restitution for religious professionals of color, including ways to offer paid 3-month sabbaticals.
- Resource and offer pastoral care and support specifically for religious professionals of color and lay leaders of color in our congregations.
- Issue institutional support to congregational leaders for religious professionals of color to attend not only FOWH but other conferences in the movement like AMC (Allied Media Conference), the gathering at Highlander Center for Research and Education (Organizing in a time of Rage, Hope, and Love) as professional development. Paid days off to attend these should be minimum, full support including transportation, food, and registration fee coverage is the standard.
- Institute a congregational accountability process at the UUA level and create a database for religious professionals of color and ministers of color specifically around the congregation's readiness and ability to support, nurture, and grow the ministries of both lay and religious professionals of color. This database should be made readily available to religious professionals of color and lay leaders as it makes sense.
- Put an immediate moratorium on the use of nondisclosure agreements in situations where religious professionals of color and from other marginalized communities such as our transgender community are departing a congregation.

Longer term

The Board should form a working group to come up with actions steps in each of these five areas. The Board should empower this group to come up with specific, actionable recommendations

within three months. And report back to the Board by the General Assembly 2018. This working group would take into consideration the 1981 Racism Audit, the 2006 Special Review Commission and all findings and publications from the Commission on Institutional Change as well as other sources as needed. The five areas are:

- Ministerial Formation Process and Interim Ministry opportunities for transforming congregations
- Change from leadership model of minister as CEO; UUA incentivizing shifts to collaborative leadership model through the annual fundraising program potentially
- Congregational Life Staffing Changes and training
- Congregational Polity; Commission on Institutional Change; accountability in congregations
- Communications as an important vehicle for organizational and cultural change

All of these recommendations should be further flushed out in collaboration with religious professionals of color and lay leaders, so that the solutions as they come into formation do not stray too far from their purpose - as these things often do when coming up against institutional norms based in white supremacy.